

Part II

PERSONNEL ORGANIZATIONAL STRUCTURE

INTRODUCTION

Part Two describes the Army's personnel management system organizational structure below HQDA. The structure is divided into three areas: personnel management centers (PMC), operational personnel units, and personnel command and control units.

PERSONNEL MANAGEMENT CENTERS

The PMC is a task-organized, functional area staff element at battalion, brigade, division, corps, and theater Army level which performs the manning function described in Chapter 12, FM 100-5, by managing critical personnel systems. It is comprised of the fictional area elements of a personnel organization, and its mission is distinctly separate from the command role of the personnel unit. The PMC may be a staff element within a battalion, brigade, division, corps, or Theater Army Area Command (TAACOM), or the mission performance element of a personnel command or personnel group. Staff elements direct personnel management operations at division, corps, TAACOM, and theater Army levels. These staff elements are described in Chapters 10 through 14. The separate brigade S1 and/or S1 of the largest unit in the area of operations and the S1 of soldiers serving in division and echelons above corps may have all the responsibilities that a brigade S1 has as well as the responsibilities of the division G1.

OPERATIONAL PERSONNEL UNITS

The following Active and Reserve Component organizations execute the personnel management mission on the battlefield as part of an integrated network:

- Postal companies receive, process, and dispatch mail and provide postal services. This is described in Chapter 15.
- Replacement battalions command replacement companies at CONUS replacement centers (CRC) or at theater level. Replacement companies may be part of a replacement battalion, personnel group, or a PSB. Replacement companies receive, support, and process replacements to include coordinating transportation for the movement of replacement personnel from theater to corps, TAACOM, and division levels. This is described in Chapter 16.
- CRCs provide command and control, validate soldier readiness processing, and report and coordinate equipping, training, and transportation for replacement personnel, DA civilians, contract civilians, American Red Cross, and federal agency/national organization personnel en route from CONUS to the theater of operations. This is described in Chapter 17.

- Reception battalions inprocess new soldiers and prior service soldiers into the Army for training at Initial Entry Training and/or Advanced Individual Training. This is described in Chapter 18.
- Army bands in their primary mission provide music support for soldiers, Army civilians, and joint or allied personnel in the theater of operations. This is described in Chapter 19.

Battlefield locations of personnel organizations are shown at Figure II-1.

PERSONNEL COMMAND AND CONTROL UNITS

The personnel services battalion (PSB) exercises command and control over assigned personnel units in the division area and operates designated personnel management systems. The PSB is described in Chapter 20. A personnel services

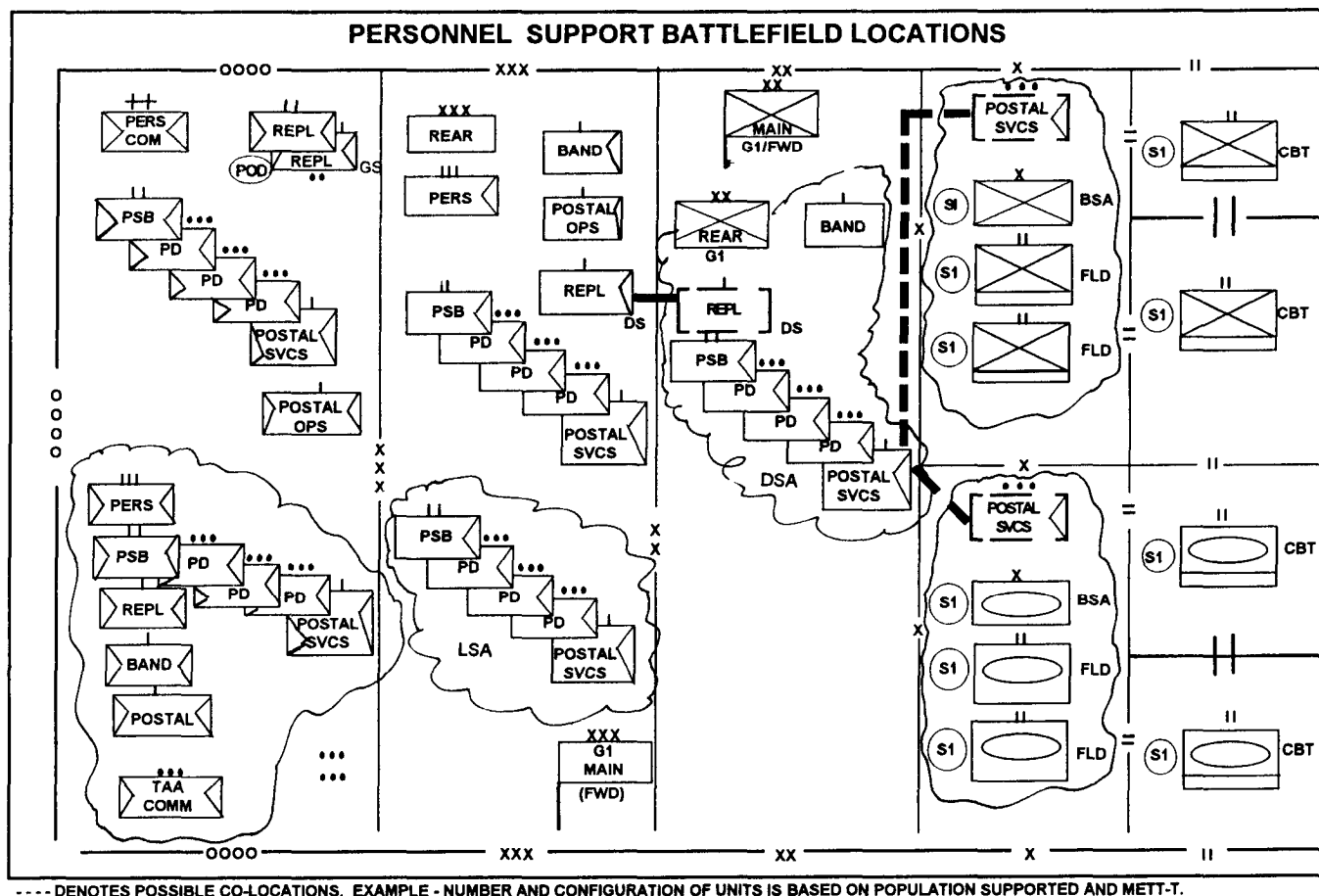


Figure II-1

battalion may command from two to six personnel detachments. Depending on tables of organization and METT-T, the PSB may also exercise command and control over a replacement company, postal units, and/or band. Personnel detachments collect, validate, process, and manage combat-essential information; manage

critical personnel systems; and provide essential services to commanders, soldiers, deployed civilians, and joint or allied personnel.

Many personnel support missions are well suited to the Army Reserve's personnel units on either a unit rotation or individual deployment basis. Other missions may also be appropriate for Reserve Component volunteers for either short- or long-term tours.

At corps level, personnel groups exercise command and control over assigned personnel units and operate the personnel management system for the corps. The personnel group is described in Chapter 21.

At theater level, the personnel command exercises command and control over assigned personnel units and operates the personnel management system for the theater Army.

The personnel command is described in Chapter 22. A matrix illustrating support relationships is at Figure II-2.

A personnel unit's ability to provide support to a force projection Army depends on communication, mobility, and defense. These unit requirements and current capabilities are described in Appendixes A, B, and C.

MATRIX SUPPORT RELATIONSHIPS

A PERSONNEL ELEMENT WITH A RELATIONSHIP OF	SUPPORT RELATIONSHIPS		COMMAND RELATIONSHIPS		
	DIRECT SUPPORT (DS)	GENERAL SUPPORT (GS)	OPERATIONAL CONTROL (OPCON)	ATTACHMENT	ASSIGNED
IS COMMANDED BY -	Unit to which assigned	Unit to which assigned	Supported unit	In Accordance With terms of attachment	Commander of unit to which assigned unless modified by OPCON or attachment
MAINTAINS LIAISON & COMMUNICATIONS WITH -	Supported & parent unit	Supported & parent unit	Supported & parent unit	"	Unit to which assigned unless modified by OPCON or attachment
MAY BE TASK ORGANIZED BY -	Parent Unit	Parent unit	Supported unit	"	"
CAN BE -	Dedicated support to a particular unit. May be given task or area assignment.	Used only to support force as a whole. May be given an area or task assignment.	Placed OPCON to other PSS organ- izations or to units which will receive the PSS	Used in accordance with terms of attachment	Attached, placed OPCON or DS to other units or retained GS
RESPONDS TO SUPPORT REQUESTS FROM-	Supported Units	Parent unit	Supported unit	IAW terms of attachment	Units to which assigned unless modified by OPCON or attachment
HAS ITS WORK PRIORITY ESTABLISHED BY -	Supported Units	"	"	"	"
MAKES ITS SPARE WORK EFFORT AVAILABLE TO —	Parent Unit	"	"	"	"
FORWARDS REQUEST FOR ADDITIONAL SUPPORT THROUGH -	Parent Unit	"	"	"	"
RECEIVES LOGISTICAL SUPPORT FROM -	Parent Unit	"	Parent unit (1)	"	"
WILL PHYSICALLY BE LOCATED -	At location designated by the supported commander	At location designated by the parent unit	At location designated by the supported commander	"	At location designated by the parent commander
RELATIONSHIP WILL BE ANNOUNCED BY -	Task organization portion of OPORD/ OPPLAN	Task organization portion of OPORD/ OPPLAN	Task organization portion of OPORD/ OPPLAN	Identification in para 1c of OPORD/ OPPLAN and publication of Admin Order	Admin Orders
(1) Supported unit provides support in the common classes of supply (I, III, V) to the maximum extent possible.					

Figure II-2